

ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E 175
2.	Policy Name	Ards and North Down Borough Council support for placing of VC recipient memorial stones and associated Ulster History Circle plaques within the Borough
3.	Existing / Revised / New Policy	New
4.	Responsible Officer	Director of Organisational Development and Administration
5.	Description of policy to be screened	<p>A number of residents of the Ards and North Down Borough Council area received the Victoria Cross for valour during the First World War and thereafter. In 2016, the Council marked the centenary of Edward Barry Bingham receiving the VC, in 2017 they marked the VC award to J S Dunville and in 2018, marked the centenary of Edmund De Wind having received the VC, by the laying of commemorative stones in Bangor, Holywood and Comber respectively.</p> <p>The Department of Communities in Westminster provided memorial stones to mark the bravery of all VC recipients of the First World War and allocated them to the local authority covering the geographical area of the recipient's birth or family residence for siting. In Northern Ireland, these stones were allocated to local authorities via the Northern Ireland Office (NIO).</p> <p>In Donaghadee, a stone was commissioned and its erection funded in 2016 by the Council to commemorate WD Kenny who received a VC in 1920, two years after the end of the First World War. The stone was not provided by the Department of Communities as the date of receipt was outside of the scope of its initiative.</p> <p>The VC award to Barry Bingham was a VC Memorial Stone placed at the Town Hall, Bangor as well as an Ulster History Circle Plaque. This was to acknowledge that Barry Bingham VC was born in the Castle, Bangor. Edmund de Wind, was born in Comber and awarded the VC for valour in 1918. A VC Memorial Stone was placed in Comber Square</p>

		<p>The Bingham stone at the Castle was provided by Ards and North Down Borough Council.</p> <p>The De Wind plinth in which the VC Stone was set, was paid for through local fundraising arrangements led by the Comber Regeneration Partnership and the Ulster History Circle Plaque was provided by the Ulster History Circle and paid for as part of an Ulster Scots Agency initiative.</p> <p>The inset for the stones was provided by the Department for Communities at Westminster</p>
	Aims and Expected Outcomes – what is the Policy expected to achieve?	To ensure appropriate memorials are located within the Borough that recognise the contribution of individuals who were born and/or lived within the Borough and have been awarded the Victoria Cross. The Council will support the installation in an equitable and suitable manner that ensures that all those who received a Victoria Cross from the Borough are treated equitably.
6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 categories are expected to benefit as the placing of these stones and Ulster History plaques and associated publicity will raise awareness of the contribution of all who contributed to WW1 and were awarded the Victoria Cross in recognition.
7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If the agreed policy is not enacted as intended including the availability of financial support from the council or following national guidelines or historic context.
8.	The main stakeholders on whom the policy will impact. For example, Employees, Potential Service Users and Community Groups Consider the internal and external impacts (either actual or potential) and comment, or list, information where appropriate	The Council, Council employees, residents of the Borough, visitors to the Borough, family members of recipients, Department of Communities, NI Office, the regiments of those to whom the award were made, all serving personnel, veterans from all services, armed forces and regimental associations, Somme Association, Somme Museum and other museums. Individuals who visit the Borough for the purpose of visiting these sites or who see the plaques as they go about daily life, Historical Societies and those with an interest in military history.
9.	Please provide details of other policies which have a bearing on this one.	
	<p>E 15 Ards and North Down Borough Council - Corporate Plan</p> <p>E 16 Good Relations Strategy and Action Plan</p> <p>E 27 Lands and Property Policy</p> <p>E 28 Corporate Complaints policy and procedure</p>	Ards and North Down Borough Council

E 42 Battle of Britain Event September 2015 E 52 Requests to Name Council Facilities E 107 Memorial Plaque - J S Dunville VC E 130 Integrated Tourism, Regeneration and Development Strategy	
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10. Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to :

Religious Belief

Summary:

The Northern Ireland Census 2011 (NISRA) statistics for the Borough area showed that 75% are or have been brought up in Protestant and Other Christian (including Christian related) religions. While this varied across the borough from 17% in Portaferry ward to 87% in Carrowdore ward this does not have any relation to this policy. These compared to 48% for Northern Ireland as a whole. See table below

Data:

Religion or Religion Brought up in (Numbers with % in brackets)

	All usual residents	Catholic	Protestant and Other Christian (including Christian related)	Other Religions	None
Northern Ireland	1,810,863 (100%)	817,385 (45%)	875,717 (48%)	16,592 (1%)	101,169 (6%)
Ards and North Down Borough Council	156,672 (100%)	20,550 (13%)	117,589 (75%)	1,729 (1%)	16,804 (11%)

Source: [Religion or religion brought up in. Census 2011, NISRA](#)

Employee details:
Figures taken from Monitoring Return for 01/01/2017
Ards and North Down Borough Council

Males	Protestant	Roman Catholic	Other	Total
Full Time	358 (84%)	33(8%)	34(8%)	425 (100%)
Part Time	*(63%)	*(25%)	*(13%)	*8 (100%)
Totals	363(84%)	35(8%)	35(8%)	433(100%)

Females	Protestant	Roman Catholic	Other	Total
Full Time	223(78%)	58(20%)	6(2%)	287(100%)
Part Time	20(54%)	12(32%)	5(14%)	37(100%)
Totals	243(75%)	70(22%)	11(3%)	324(100%)

The makeup of the council in relation to employee religious belief is 80% Protestant, 14% Roman Catholic and 6% Other.

* No figures have been given as low figures may serve to identify individuals

Political Opinion

Summary:

Electoral Office data from recent Local Government elections detail the political representation on Ards and North Down Council, The Stormont Executive for this electoral area and Westminster election. This data is an approximate measure of political opinion of the voting electorate within the Borough. Turnout to vote in North Down and Strangford constituencies tend to be lower than the rest of NI suggesting less strong political opinions. Of those who do turn out, the results show preferences for voting Unionist parties.

See table below

Data:

Council Election results

The most recent local council election (22nd May 2015) showed:

	Eligible Electorate	Votes Polled (% Turnout)	Elected Candidate							
			DUP	Sinn Féin	UUP	SDLP	Alliance	Independent	TUV	Green
Northern Ireland	1,243,649	638,332 (51.3%)	130	105	88	66	32	15	13	4

Ards and North Down Borough Council	112,077	47,161 (42.1%)	17	9	1	7	2	1	3
Ards Peninsula (DEA)	16,656	7,369 (44.2%)	3	1	1	1			
Bangor Central (DEA)	17,194	6,678 (38.8%)	2	2		1			1
Bangor East and Donaghadee (DEA)	16,956	6,915 (40.8%)	3	1		1	1		
Bangor West (DEA)	13,479	5,448 (40.4%)	2	1		1			1
Comber (DEA)	13,681	6,272 (45.8%)	2	1		1		1	
Hollywood and Clondeboye (DEA)	14,158	6,229 (44.0%)	2	1		1			1
Newtownards (DEA)	19,953	8,250 (41.4%)	3	2		1	1		

Source: [The Electoral Office, NI](#)

Since the election in 2014 for local Councillors changes to the political make-up of the Council have taken place. The current makeup of the Council as at December 2017 was:

18 DUP, 8 UUP, 3 Independents, 2 Greens with 7 Alliance, 1 SDLP and 1 TUV.

Racial Group	<p>Summary: NISRA, NINIS and Northern Ireland Strategic Migration Partnership data provide up to date data. The 2011 census showed that 32,000 (1.8%) of the usually resident population in Northern Ireland is from a minority ethnic background. Within the borough, the 2011 Census showed that 1.5% (2,300) were from a minority ethnic background. Across the borough this ranged from 5.2% in Loughview ward to 0.3% in Lisbane ward. See table below</p>
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Data:
Ethnic Group (Numbers with % in brackets)

	All usual residents	White	Chinese	Indian	Bangladeshi	Other Asian	Black African	Black Other	Mixed	Other
Northern Ireland	1,810,863 (100%)	1,778,449 (98%)	6,303 (0%)	6,198 (0%)	540 (0%)	6,089 (0%)	2,345 (0%)	1271 (0%)	6,014 (0%)	3,654 (0%)
Ards and North Down Borough Council	156,672 (100%)	154,365 (99%)	406 (0%)	283 (0%)	177 (0%)	415 (0%)	139 (0%)	132 (0%)	556 (0%)	199 (0%)
Ards Peninsula	156,672 (100%)	23,367 (99%)	26 (0%)	19 (0%)	5 (0%)	19 (0%)	6 (0%)	2 (0%)	51 (0%)	29 (0%)
Bangor Central	23,524 (100%)	24,469 (98%)	105 (0%)	43 (0%)	17 (0%)	43 (0%)	26 (0%)	32 (0%)	119 (0%)	38 (0%)
Bangor East and Donaghadee	24,892 (100%)	22,648 (99%)	56 (0%)	27 (0%)	10 (0%)	91 (0%)	11 (0%)	2 (0%)	82 (0%)	19 (0%)
Bangor West	22,946 (100%)	17,763 (98%)	19 (0%)	135 (0%)	2 (0%)	116 (0%)	3 (0%)	26 (0%)	73 (0%)	15 (0%)
Comber	18,152 (100%)	18,216 (99%)	30 (0%)	8 (0%)	9 (0%)	35 (0%)	4 (0%)	8 (0%)	55 (0%)	17 (0%)
Hollywood and Clondeboyne	18,382 (100%)	20,061 (98%)	65 (0%)	31 (0%)	23 (0%)	81 (0%)	81 (0%)	56 (0%)	101 (0%)	61 (0%)
Newtownards	20,560 (100%)	27,841 (99%)	105 (0%)	20 (0%)	111 (0%)	30 (0%)	8 (0%)	6 (0%)	75 (0%)	20 (0%)

Source: [Ethnic Group, Census 2011, NISRA](#)

Age

NISRA have published population projections for the Borough which show that the proportion of those aged 85 and over are expected to more than double within the next 25 years.

ANDBC has the highest % population of older people in Northern Ireland.

See table below

Data:
Age Groups (Numbers with % in brackets)

	0-15	16-39	40-64	65+	Total
Northern Ireland	385,200 (21%)	583,116 (31%)	591,481 (32%)	291,824 (16%)	1,851,621 (100%)
Ards and North Down Borough Council	29,801 (19%)	43,239 (27%)	54,094 (34%)	31,663 (20%)	158,797 (100%)

Sources: [Demography and Methodology Branch, NISRA](#)
[World Health Organization](#)

In relation to the profile of employees the following identifies them in age bands and gender:

Female		
	16 - 29	Total 20(6%)
	30 - 39	Total 5(23%)
	40 - 49	Total 105 (33%)
	50 - 59	Total 80 (25%)
	60 – 70+	Total 42 (13%)
		322 (100%)
Male		
	16 - 29	Total 26 (6%)
	30 - 39	Total 83(19%)
	40 - 49	Total 121(27%)
	50 - 59	Total 176 (39%)
	60 – 70+	Total 41 (9%)
		447 (100%)
	769	Total employee on 30/08/2017

Marital Status

The 2011 Northern Ireland Census showed that 48% of adults (those aged over 16 years of age) in Northern Ireland were either married or in a registered same-sex civil partnership. Within the borough, 54% of adults fell into this category. This varies across the borough from 36% in Central (Ards) ward to 64% in Lisbane ward.

See table below

Data:

Marital Status (All aged 16+) (Numbers with % in brackets)

	All usual residents	Single (never married or never registered a same-sex civil partnership)	Married	In a registered same-sex civil partnership	Separated (but still legally married or still legally in a same-sex civil partnership)	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	Widowed or surviving partner from a same-sex civil partnership
Northern Ireland	1,431,540 (100%)	517,393 (36%)	680,831 (48%)	1,243 (0%)	56,911 (4%)	78,074 (5%)	97,088 (7%)
Ards and North Down Borough Council	126,945 (100%)	36,730 (29%)	67,866 (53%)	123 (0%)	4,328 (3%)	8,548 (7%)	9,350 (7%)

		Source: Northern Ireland 2011 Census, Marital Status																																							
Sexual orientation	<p>Summary: It should be noted that no reliable data is available on sexual orientation-NISRA are currently examining methodology on how to measure this. However, the 2011 census indicates that less than 1% of the Northern Ireland adult population (those aged 16 years and over) were in a registered same-sex civil partnership. This was similar to the borough as a whole. The Continuous Household Survey in Northern Ireland estimated this figure between 0.9% and 1.9% in 2015-2016. The Office for National Statistics estimates a similar range for the United Kingdom (1.7%).</p> <p>Source: Northern Ireland 2011 Census, Marital Status ONS 2015 Sexual Identity</p>																																								
Men & Women generally	<p>According to census (NISRA) almost half of the population of Northern Ireland were male (49%) and this was similar throughout Ards and North Down Borough Council (48%). See table below</p> <p>Data:</p> <table border="1"> <thead> <tr> <th></th> <th>Males</th> <th>Females</th> <th>All</th> </tr> </thead> <tbody> <tr> <td>Northern Ireland</td> <td>887,323 (49%)</td> <td>923,540 (51%)</td> <td>1,810,863 (100%)</td> </tr> <tr> <td>Ards and North Down Borough Council</td> <td>75,920 (48%)</td> <td>80,752 (52%)</td> <td>156,672(100%)</td> </tr> </tbody> </table> <p>Source: Age Structure, Census 2011, NISRA Review of statistical classification and delineation of settlements, NISRA</p> <p>In relation to employees and their gender see table below</p> <table border="1"> <tbody> <tr> <td>Full time</td> <td></td> <td></td> </tr> <tr> <td>Female</td> <td>172 (22%)</td> <td></td> </tr> <tr> <td>Part time</td> <td></td> <td></td> </tr> <tr> <td>Female</td> <td>150 (20%)</td> <td></td> </tr> <tr> <td>Full time</td> <td></td> <td></td> </tr> <tr> <td>Male</td> <td>408 (53%)</td> <td></td> </tr> <tr> <td>Part time</td> <td></td> <td></td> </tr> <tr> <td>Male</td> <td>39 (5%)</td> <td></td> </tr> <tr> <td></td> <td>769 (100%)</td> <td>Total employees on 30/08/2017</td> </tr> </tbody> </table>		Males	Females	All	Northern Ireland	887,323 (49%)	923,540 (51%)	1,810,863 (100%)	Ards and North Down Borough Council	75,920 (48%)	80,752 (52%)	156,672(100%)	Full time			Female	172 (22%)		Part time			Female	150 (20%)		Full time			Male	408 (53%)		Part time			Male	39 (5%)			769 (100%)	Total employees on 30/08/2017	
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Disability	<p>The 2011 Census (NISRA) showed that 20% of the population in Ards and North Down area had a health issue or disability (including those related to old age) which has lasted or expected to last at least 12 months. (This was similar to the Northern Ireland figure of 21%.)</p> <p>Disability Living Allowances, 2015</p>																																								

		2015 (Disability Living Allowance Recipients)	2015 (Multiple Disability Benefits) *MDB is aggregated data from Attendance Allowance, Disability Living Allowance, Incapacity Benefit and Severe Disablement Allowance data, and data for Employment and Support allowance
	Northern Ireland	209,280	251,490
	Ards and North Down Borough Council	13,840	18,080
	Ards Peninsula	2,920	n/a
	Bangor Central	2,250	n/a
	Bangor East and Donaghadee	1,740	n/a
	Bangor West	1,650	n/a
	Comber	1,270	n/a
	Holywood and Clandeboye	1,180	n/a
	Newtownards	2,840	n/a
	Northern Ireland Census 2011 Long-term health problem or disability by long-term problem or disability Number of Ards and North Down Borough Council Employees who have declared themselves as disabled: 4.29% in January 2018		
Dependents	Summary: In considering this dimension the following have been included: persons with responsibility for the care of a child, children, a person with a disability and or an older person. According to the Continuous Household Survey, 2013-2016, 37% of Ards and North Down claimed to have a dependent (This did not differentiate on the type of dependent). According to the 2011 Census, 7,474 households in Ards and North Down had a dependent child under the age of 4 (This might give an indication on the numbers who would have buggies or prams). Sources: Continuous Household Survey Number of Ards and North Down Borough Council Employees who have declared themselves as having dependents: 32.64% in January 2018		

11.	Based on data previously provided what are the needs, experiences and priorities for each of the following categories, in relation to this policy/decision?	
	Religious Belief	The scheduling of the events, and the suggested locations

Political Opinion	<p>will be made in consultation with a broad range of individuals and organisations that have the common interest in recognising the sacrifice of individuals and the context of each.</p> <p>Explanation that sets the historical context of the commemorative stone will be provided.</p> <p>Open and transparent selection of location and appropriateness of event for the unveiling of commemorative stones in line with national guidelines and local and family considerations.</p>
Racial Group	
Age	
Marital Status	
Sexual orientation	
Men & Women generally	
Disability	
Dependents	

Does this Policy require an Equality Impact Assessment?

1.	What is the likely impact on equality of opportunity for each of the Section 75 categories?		
		Detail of Impact	Level of Impact Minor/Major/None
	Religious Belief	<p>This policy is about the Council being directly and indirectly involved in the selection of the location for commemorative stones and plaques for the families whose family member has made a contribution to the Borough through the receipt of the VC honour for services during World War One. The council will also contribute to the cost of holding a small event following the presentation and dedication of the stone and plaque where requested.</p>	Minor
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		
	Disability		
	Dependents		
2.	Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?		
		If "Yes", provide details	If "No", provide details
	Religious Belief	<p>No as the publicity will raise the profile and historical context of the individual, their family and the subsequent recognition of the Victoria Cross. Where individuals within the Borough do not wish to engage with this recognition they may choose not to visit the site of any markings.</p>	
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		
	Disability		
	Dependents		
3.	To what extent is the Policy likely to impact on Good Relations between people of different religious belief, political opinion or racial group?		

		Details of Impact	Level of Impact Minor/Major/None
	Religious Belief	Minor as the education and awareness will raise the profile of individuals and recognition of sacrifices.	
	Political Opinion		
	Racial Group		

4.	Are there opportunities to better promote Good Relations between people of different religious belief, political opinion or racial group?		
		If "Yes" provide details	If "No" provide details
	Religious Belief	No as the Good Relations Strategy will be embedded as necessary in this policy delivery	
	Political Opinion		
	Racial Group		

Additional Considerations

	Multiple Identity Considerations	Details of Impact or potential impact (Positive/Negative)
	Are there any potential impacts of the policy decision on people with multiple identities? (e.g. disabled minority ethnic persons). Where appropriate provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.	The location of any stone or Ulster Historical Circle plaques and subsequent information made available will impact on a broad range of individuals. The range of needs of potential attendees and those visiting the area has been considered to ensure information and access is inclusive of all multiple identities.

Disability Discrimination Order (NI) 2006

	Does this proposed policy provide an opportunity to:	Yes / No	Explain your reasoning:
	<ul style="list-style-type: none"> - <u>better promote positive attitudes</u> towards disabled people - <u>increase participation</u> by disabled people in public life 	Yes	Access to the events and information prior to and following the stone laying and unveiling of plaques has been considered and reasonable adjustments have been arranged based on disability audits and previous service requests.

Monitoring Arrangements

Section 75 places a requirement on the Council to have equality monitoring arrangements in place to assess the impact of policies and services, help identify barriers to fair participation and to better promote equality of opportunity.

	Outline what data you could collect in the future to monitor the impact of this policy / decision on <u>equality, good relations and disability duties</u>	Comments and complaints received in the development and delivery of the policy
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I can confirm that the proposed policy / decision have been screened for:-

X	Equality of opportunity and good relations
X	Disabilities duties

On the basis of the answers to the screening questions, I recommend that this policy / decision is:-

X	Screened Out – No EQIA necessary (no impacts)
<input type="checkbox"/>	Screened Out – Mitigating Actions (minor impacts)
<input type="checkbox"/>	Screened In – Necessary to conduct a full EQIA Please detail actions to be taken:

Screening assessment completed by:-

Name: Amanda Martin
 Title: Head of Administration
 Date: 16 January 2019
 Signature:

Director/Head of Service decision approved by:

Name: Wendy Swanston
 Title: Director of Organisational Development and Administration
 Date: 16 January 2019
 Signature:

If an Equality Impact Assessment is required

	Priority Rating for Timetabling an Equality Impact Assessment. (1-3)	Priority Criterion	Rating
		Effect on equality of opportunity and good relations	
		Social need	
		Effect on people's daily lives	
		Relevance to a public authority's functions	

	Is this Policy Affected by Timetables established by other relevant Public Authorities?	
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	Monitoring Recommendation	
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	Approval and Authorisation	Position/Job Title:	Date:
	Screened by:	Head of Administration	16 January 2019
	Approved by:	Director of Organisational Development and Administration	16 January 2019